

Rangeland News

April 2009, Volume 63, Number 4

Society for Range Management
10030 West 27th Avenue
Wheat Ridge, CO 80215
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Board of Directors Monthly Meeting Notice

Monthly Conference Call

The Board's monthly conference call has been changed to the 1st Tuesday of each month at 11:00 am MDT. The next BOD call will be May 5th.

Your 2009 Board of Directors:

President: Don Kirby, ND; **Vice President:** Jeff Mosley, MT; **2nd Vice President:** Jack Alexander, MT

Directors: Bruce Fox, MT; Larry Howery, AZ; Richard Orr, NV; Jenny Pluhar, TX; Charles Hart, TX; Sandy Wyman, OR

Committee Work – The Backbone of SRM - Bruce Fox, SRM Director

It seems I just got back home from Albuquerque, and yet here it is March already. For those of you that were able to attend, and an impressive 50% of our membership did, you enjoyed a great meeting and great southwestern hospitality. Congratulations to the New Mexico Section for all their hard work in hosting an excellent meeting.

With the large volume of business ongoing within our Society at any point in time, the hardest part of writing an article is deciding what to focus on with the seemingly infinite choices. SRM membership, Center for Professional Education and Development (CPED) activities, *Rangelands*, SRM Awards, and future annual meetings all come to mind as current event possibilities. But for this monthly article, I'm choosing to focus on the outstanding work of some of our SRM Committees.

In case you weren't aware, each of the Directors is assigned a slate of committees to liaison with as part of our Director responsibilities. This is a great way to keep the Board of Directors in touch with the workings of the Society at the committee level and also provide advice and direction from the Board back to the committees. I have had the privilege of working with Information and Education, International Affairs, and Coordinated Resource Management Committees and I would like to share some highlights from each of these areas. I wish I could list all the members of the committees that I will talk about to recognize each for their efforts, but there's not enough space and I would likely forget someone. You all know who you are, so please feel appreciated!

The Information and Education Committee (I&E) is a busy group of people. It reminds me of the old saying "if you want to get something done, find someone that always busy." This committee is co-chaired by Merrita Fraker-Marble and Karen Launchbaugh. The I&E Committee is currently working on an update to the *Trail Boss Cowboy Cookbook*, a sought-after SRM publication that continues to be a solid money maker year after year. And yet the committee feels it could be even better than it already is and that it's time to dust it off and improve it. So if you have your favorite "home on the range" recipes, send them in for possible inclusion in the cookbook.

The I&E Committee works closely with the recently formed Website Subcommittee to provide for continual improvement of our SRM website and links to other important sites. The Committee is currently reviewing a Sustainable Rangelands Roundtable, "*Criteria and Indicators of Sustainable Rangelands*" manuscript for future publication as an electronic SRM Monograph. I&E is also working with the International Affairs Committee to provide a more international presence on the SRM webpage. Those are just a few of the activities the committee is currently pursuing.

And speaking of the International Affairs (IA) Committee, if you ever questioned whether SRM is truly an international society, you need only to attend this committee meeting to be convinced. The IA Committee has been an extremely active and productive committee within SRM. Committee meetings will often be attended by 30-40 individuals, as occurred in Albuquerque this past February. The IA Committee also has a

co-chair arrangement, with Andres Cibils serving as Past Chair, Humberto Perotto-Baldivieso serving as current Chair, and Herman Garcia serving as Chair-Elect. The committee has annually organized an international symposium at recent meetings. This year's symposium in Albuquerque was titled, "*Borderlands Watershed Management: A Collaborative Approach to Resource Management.*" Proceedings from these symposia are compiled and published.

The IA Committee annually awards a travel fellowship to assist with travel expenses for an international member to attend the annual meeting. This year's travel fellowship was awarded to Pedro Jurado Guerra from Mexico. The IA Committee also developed a mechanism with SRM through voluntary donations to pay for the initial cost of memberships for international members to encourage their continued participation and membership in SRM.

The Coordinated Resource Management Committee (CRM) has not been as active in recent years, primarily during the time that CRM advocate and champion Dennis Phillipis was serving in executive leadership positions for SRM. But Dennis is back as Chair of the CRM committee and has an ambitious program of work for the coming year. The committee plans to update guidelines for conducting the CRM process to include conflict resolution and cooperative monitoring. A CRM workshop is being planned for the 2010 annual meeting in Denver. The committee also plans to update the CRM page of the website and plans to update the teaching cadre for CRM.

That's a quick snapshot of just a few of the things going on within these committees. Multiply that by the number of active committees that exist within SRM and you get a sense of the magnitude of work that is progressing; often pretty much behind the scenes unless you are a member of one of these committees actually "making the sausage." Committee work is the backbone of our organization. It's where the tactical hard work gets done and the details get hammered out to collectively meet the strategic vision and mission of SRM. So if you are feeling you aren't getting as much out of SRM as you would like, first identify what you are really passionate about, and then find the committee that deals with that topic and join up!

Executive Vice-President's Report – Ken Johnson

"What we have here is a failure to communicate" from the movie *Cool Hand Luke*

This was a sentiment that was expressed, loud and clear, during the Advisory Council meeting in Albuquerque this year. Many section leaders expressed concern they were out of the communication loop within SRM. They felt like many decisions, some affecting them directly, were made without their knowledge. One of the bigger issues expressed was a feeling by Section Leadership that they did not know they were going to be asked to host an annual meeting until after contracts had been signed, sealed, and delivered. Others indicated they had no opportunity to see the contracts at all. Other communication problems were also discussed.

This is your organization. You are the members, officers, and owners; you are it. We work for you, we have no secrets. I believe you should have access to any information you need. Our policy is transparency; we want you to have the information you need. I don't plan on sending every tidbit of information to every member, which might be a bit overwhelming, but if you need something, please ask. From now on, during the meeting site selection process, Sections will be notified of the possibility of hosting prior to any contract signings.

There are two new actions we are taking to improve communications: the first is to have a summary of Board minutes in *Rangeland News* each month; second, I am sending member reports and other information to the Advisory Council leadership at least monthly. They can then forward on information that is important to your section. If you have ideas that would help improve communication within SRM, please drop me a line.

Another issue that I want to discuss is membership notices, renewals, etc. As most of you know we are changing software systems. This has caused a number of you to get incorrect renewal notices and some members are not getting notices at all. If you get a notice that you do not believe is correct, please call and help us get it corrected; if you believe your membership is soon to expire and you haven't received a renewal, let us know as well. This will help us to track the problem down.

We are implementing new procedures for mailing notices & staying in communication:

1. Send Membership renewal notices 60 days prior to expiration
2. Send second notice 30 days prior to expiration
3. Send Sections a list of expiring members 10 days prior to expiration date for personal contact
4. Send Sections a list of expired members within 15 days after expiration for personal contact
5. Send Sections a list of ALL members still expired three times per year
6. We will no longer send "Final Notices"
7. Work with Membership Task Force (MTF)/Young Professionals Conclave (YPC) to set up a facebook-type site for member interaction

We are very close to having this process completely in place. Soon we will be converting to e-mail renewals, for those of you who have e-mail addresses. This will save SRM time and money. We will continue to mail renewals to those who do not have an e-mail or wish to have a hard copy.

We are very close to making the complete software changeover and many of these problems will cease to occur. I apologize for the incorrect notices; your staff is working hard to fix the problems.

I would ask for your help, if you find a problem with renewals, expiration dates, or other membership issues, please give me or your staff a call.

SRM Board Meeting Minutes

2009 Annual Meeting, Albuquerque NM,

Saturday Feb 7, 2009

Following is a summary of discussions, action items and motions from the Saturday Board Meeting:

In attendance: Allen Rasmussen; Ken Johnson; Don Kirby; Jeff Mosley; Ann Hild; Jenny Pluhar; Larry Howery; Charles Hart; Jack Alexander; Sandy Wyman; Wally Butler; Bruce Fox; Rick Orr; Linda Coates-Markle - BLM Liaison; Dennis Thompson, NRCS (am only); Lou Hagener, retired-BLM; Paul Loeffler (TX) and Misty Hays (WY), Advisory Council

8:15 am: Membership

Membership numbers are down; 390 regular members have not renewed in 2008 (includes 158 students) – Membership Task Force will discuss; Jack Alexander will stay on as BOD rep to Membership Task Force

Problems:

- ☑ All not related to software transition – predates Avectra; some members never receive renewal notice; lack of follow-up; updated info not being conveyed to the Sections; multiple notices should be sent to members to renew.
- ☑ New membership software (Avectra): Software program was updated and double entries are occurring in both old and new system
- ☑ Renewal notice issues – not being sent out; use text messages for students
- ☑ Apprentice members - high expiration
- ☑ 319 new members in 2008 – equal student and regular member numbers

Clarification:

Graduate students are student members; not regular members

Apprenticeship membership - reduced membership fees for 5 years for current student members who graduate and maintain their membership

Gift membership to students – process may be considered in the future

Post office delivery of bulk mail – additional 3 cents allows response back to SRM

Recommendations.....Action Items:

1. YPC – tasked to assist with renewal notices on FaceBook – Jenny Pluhar will communicate with YPC
2. 3rd contact should be personal – through the sections; Advisory Council may need to be involved
3. Don K. to contact educational council re apprentice membership
4. Membership process within SRM to be streamlined – 3rd contact personal – perhaps through sections; resolve software problems
5. Every year – membership pitch at student conclave meeting (Jenny Pluhar)

6. Ethics issues to be discussed later
7. List of non-renewals to be sent to the BOD and each Section president; include talking points

10:00 am: DVD Viewing – Hope on the Range

- ☐ Comments by Board for longer version – 30 minutes
- ☐ Stress decisions to be made by public: “Are we managing these lands appropriately?”; talk more about ranch sustainability and value choices for management; uncertainty is based on decision–process; this is your choice as a public
- ☐ In longer version – utilize more ranchers, conservationists, wildlife representation

10:15 am: Leonard Jolley – CEAP presentation

Leonard prepared a PowerPoint presentation to discuss motivation, end-products to inform BOD; BOD agreed to support this project and support publications three years ago; discussion about prescribed grazing versus rotational grazing and presentation in publications; Discussion about involvement with carbon sequestration.

Recommendations:

One-page briefing paper for talking points and distribution; need report to Advisory Committee

11:00 am: Ken Johnson – Avectra Analysis

Capabilities of Avectra – limited to capabilities needed by SRM versus iMIS

Problems:

- ☐ Report generation
- ☐ CEU self-submission
- ☐ Services to members
- ☐ iMIS is not doing what we need; we do not understand all the capabilities of Avectra yet

Recommendations:

Discussions to happen later this week between Ken and John Tanaka to determine Avectra capabilities – need to develop a timeline for correction of these issues.

11:20 am: Center for Professional Education and Development (CPED) - Future Activities

- ☐ ESD on-the-ground training workshops – 4 proposed in 2009

Goals:

- ☐ Areas of greatest need are at the Section level-Sections to do the local logistics, Headquarters office will put together program in cooperation with agencies
- ☐ Urgency of getting the handbook to field folks; top-down organization in order to meet agency needs
- ☐ Seed money set at 10K; revenue expected at 10K to 40K
- ☐ Serves agencies and employees – agencies may pay for this training.
- ☐ Profit – making – must pay for itself.
- ☐ May need to hire an individual in the SRM office to oversee
- ☐ SRM office will release notice to membership - Request for Proposals after Albuquerque; allow the sections to develop these programs as regional programs - SRM headquarters just provide support; Sections have a need to generate funds
- ☐ Agency perspective on ESD workshop – agency involvement re speakers; logistics, locations
- ☐ Wyoming is interested in ESD training workshop; expectations of workshop are fairly similar to general agency interests; Discussion about section involvement; meeting on Monday in Albuquerque re agency needs and perspective on training; to discuss further in Tuesday BOD meeting
- ☐ Nevada section interested in follow-up to American Deserts specific to Great Basin region; funding not yet available; broad spectrum of participants needed
- ☐ Funding availability: Seed money set at 10K total; available to requests from all areas of SRM membership; sponsorship monies are available but takes time to generate
- ☐ Liaison staffing—Focus on education and CPED activities

Summary statement: CPED

- ☐ Denver office workshops in conjunction with Sections....national programs
- ☐ Section workshops in coordination with Denver office....local programs
- ☐ Need a headquarters office national coordinator of all CPED programs.

1:15 pm: Allen Press - Peter Burns presentation and discussion

- ☐ **Sponsorships for *Rangelands*** (process): Ed F. (SRM) contacts sponsors to publish in *Rangelands* then Allen Press works out details; Allen Press attaches a price and does billing; new contract indicates to continue in this fashion; SRM gets it’s portion of royalty at the end of the year
Alternative option to current contract: Put sponsor in touch with Allen Press; SRM and sponsor determine price; Allen Press identifies cost; everything above costs, SRM retains as income; language can be changed in the contract to reflect this; easier process
 Ed F. opinion-important issue: every issue is being sponsored at the time; 2008 break-even situation because of sponsors; good issues – Climate issues; first concern is “what are the costs?”, sponsors want to know; may become more apparent with both journals
 Every sponsor is unique; put together some sample sponsorship packages to use as a baseline; presented sample packages with costs and sponsor price-25% mark-up seems low (Allen R)
 Benefits: In libraries and online; press releases are very successful
Current contract states SRM gets 30% of profit; new approach would allow SRM manage profit
- ☐ Discussion of page charges: ~ \$400 for color publication, marketing etc.; page charge needs to include Allen Press markup

- ☐ (Ed F.) - Process for publication and sponsorship: Working on issues a year ahead of time-structure of issue, cost of issue, sponsorship sought, writing starts and issue comes together; negotiation phase needs significant lead time; cost side is handled by Allen Press; make estimates early in the process and renegotiate as it continues: How is this process captured in the contract? Each sponsorship negotiated independently; do not make it too rigid at this point – be flexible
- ☐ Advertising is separate from sponsorship; Allen Press receives commission on advertising
- ☐ SRM has the expertise over Allen Press to sell sponsorships; sponsorship needs value, such as logo exposure; may charge extra for logo on front cover
- ☐ SRM needs to provide more input to Allen Press; may be able to provide a motion by Tuesday BOD meeting
- ☐ SRM pays for 60 pages whether we use them all or not – intent is to fill more white space with ads or announce upcoming symposia; annual page count so some issues can be smaller and some larger – need to publish a total 360 pages per year
- ☐ Hiring an editor: Get out of the red; improve the quality of the journal; need monies to bring in professional writers for each journal to improve overall quality of the journal
- ☐ Ed F. proposal: Do not hire an editor yet; work with another volunteer and divide up responsibilities; need more viewpoints and more sponsors, less contributed papers-they should go to REM; do not pay an editor, but put those funds into increasing the overall quality of the journal \$7000 already in budget (for editor pay) could go towards this process
- ☐ Sponsorship should be more than enough to cover cost of producing Rangelands-Rangelands still in a 20K annual deficit
- ☐ Allen R. requested info on full cost of Rangelands from Allen Press; subscriptions are dropping but advertising income is growing; more information will be provided during Finance Committee meeting on Sunday
- ☐ REM is doing well financially and is subsidizing Rangelands

3:30 pm: Rangelands discussion continues

- ☐ Allen reiterated Ed F. proposal

Ed's intent is to work with some prospects now who are interested in picking up editor responsibilities down the road

Motion: *To retain Ed Fredrickson as Editor-in-chief of Rangelands for the next year (Hild)*

2nd (Fox)

Passed

3:25 pm: Misty H and Paul L-Advisory Council

- ☐ Keep in place an annual meeting Advisory Council planning group; worked well for 2012; for 2013, bring back a recommendation to the BOD
- ☐ Misty: 2013 AM-Oklahoma City is a possibility; Kristen (House)-Oklahoma will not be a viable location if we do a joint meeting with AFGC
Options: SRM only meeting-3 choices; with AFGC-Des Moines, IA; How important is a joint meeting?
- ☐ AFGC is concerned about using a similar location two years in a row and using the same volunteers for putting on the meeting; Oklahoma City is a better draw for SRM members, Omaha is on the edge, Des Moines is a poor choice for SRM. 2015 may be a better time frame
- ☐ Cal Pac is making a bid for 2014-Hawaii

3:55 pm: BUDGET – half year budget, Ken Johnson

- ☐ 41% through the year; membership income is where we need to be; annual meeting income is behind; Am Deserts workshops income larger than anticipated
- ☐ Unrealized loss on investments is large; stock market hit SRM hard; does not reflect annual income budget but does reflect net worth; endowment investments have lost significantly; SRM needs a cash budget!; need a revised budget to give to membership – provide a statement of where we are this year
- ☐ Find out about costs associated with Climate Change workshop

4:35 pm: Mailing list policy

- ☐ Request for mailing list made by TWS (8000 TWS members/3343 SRM members)
- ☐ Recommendation (Rick Orr/Sandy Wyman) SRM should request information from TWS and SRM will distribute instead of releasing mailing list; or, affiliate group could put notice in Rangelands News at no cost; or could purchase one-page advertisement; Affiliate membership type is being considered by Membership Task Force
- ☐ Old policy was for EVP to make the decision; need future policy consideration

Motion: *SRM will establish a policy that distribution of info from other societies is distributed by SRM, and that SRM mailing list is not released (Orr)*

2nd (Butler)

Passed

4:40pm: Other Business

- ☐ Allen R. and Ken J.: Motion from Summer BOD-\$300 budgeted for editor recognition; doesn't specify which publication; may need more money to cover all retiring editors; Is it \$300 per publication or for both? (\$25 per plaque)

Motion: *Move to allocate \$300 per journal (Pluhar)*

2nd (Fox)

Passed

- ☐ Allen R. Request received that SRM give an All-Federal Agency Award annually selecting from nominations submitted by each agency to SRM; award structure is already in place. No motion to go forward
- ☐ Ken J. Does SRM support policy to have a seat on state technical committees (representative group of people to assist NRCS in policy decision-making; i.e., Corn growers, TNC, Env Defense etc.) – mostly a western issue?: SRM should try to get membership on all of these committees (already in place in ID & TX); would have to be a non federal agency person because it is dealing with federal ethics laws;

Allen R.– individual states may request assistance in locating an SRM rep

Motion: Meeting to adjourn (Hild)

2nd (Rasmussen)

Passed

Serving Future Generations of Rangeland Professionals

Linda Coates-Markle, BLM Liaison to SRM

Rangelands are incredibly dynamic and intriguing places to work. Our profession tends to attract people who are drawn to those wide open spaces we know as rangeland. The reality is that on average the workforce to manage these lands is both shrinking in size and increasing in age. This is the worrying truth. Figures from the Office of Personnel Management (OPM) reveal that at least 25-33% of the rangeland workforce will likely retire in the next 10 years. Who will fill their shoes?

SRM has been focused on this issue for some time. Our society has a history of being a great organization in which to foster the development of young rangeland professionals. Concerns have been raised, however, that in order to recruit and retain young professionals within the ranks of a society, you have to provide them with something they really need. As a result, within the last few years, coordinated efforts at the annual meetings have attempted to do just that – provide the future generation with something that most people desire and need – **a good job, not to mention the tools and opportunity to secure one!**

Rangeland JOBFAIR

The Rangeland JOBFAIR appeared for the first time at the 2008 annual meetings in Louisville. This event is designed to bring together prospective employers from all walks of the rangeland profession, representing the diversity of the SRM membership, with the high caliber of educated and enthusiastic prospects from SRM. In efforts to make this an attractive service, the JOBFAIR is free to the SRM membership and employers that have booths in the SRM Trade Show. The first year response was fairly strong drawing the major federal agencies along with a diversified mix of universities and private companies. This year in Albuquerque we saw a strengthened response with double the number of federal agencies, more state agencies and a larger mix of universities, organizations and private companies. In both years, employers reported a good response from potential employees with productive interaction at the booths throughout the day. One welcomed consequence is that as news of the JOBFAIR has spread, it is becoming a valuable recruitment tool for drawing in new members to the Society.

Career Development Workshops

Years ago, some very dedicated SRM members started the Student Employment Workshop, where students could ask questions on how to really succeed in the job market. This program has been very successful and has served as the foundation for the development of a larger program started at the Louisville meetings in 2008.

The “Career Development Workshops” typically have general sessions that focus on trends in the demographics of the workforce, training for new professionals, credibility within the profession, and future job opportunities. Subsequent concurrent sessions have included the historically successful Student Employment Workshop as well one that focuses on opportunities in graduate school. Many undergraduate students, as well as younger range professionals, find themselves unsure whether they should pursue (or continue in) a job in the profession, or earn a graduate degree. The answer varies for individuals and these workshops offer enlightening viewpoints. The Student Employment Workshop is designed to be confidential and discrete and provide a forum where students can expect to get honest, straight-forward answers.

The last workshop of the day has focused on recruitment and hiring within government agencies. Students and professors alike often ask “What are agencies looking for?” and “How does the agency hiring process work?” These are good questions. The intent of this workshop is for interested participants to walk away with a good general knowledge of the agency hiring process, and perhaps remove some of the mystique and intimidation that may have previously surrounded it. The Agency Hiring-on-the-Spot program is also typically introduced during this component of the workshops.

Each year the focus of these workshops evolves somewhat and is designed to serve the needs of both students and young professionals as they enter the workforce. Top professionals from both the private and public sectors of SRM have readily volunteered to guide these workshops and for this the organizers have been extremely grateful. Each year student response seems to increase. In Albuquerque, some sessions were standing room only. Like any good program, SRM will continue to market this opportunity to its membership and shape it to reflect the changing needs of an entry-level workforce.

Agency-On-the-Spot Hiring

Several federal agencies have successfully coordinated On-the-Spot Hiring programs at the SRM annual meetings in past years. At the 60th Annual Meeting (2007) in Reno, NV, the USFS and BLM successfully filled 18 Rangeland Management Specialist entry level positions. Several more vacancies were subsequently filled after the meetings using the remaining applicant pool. At the Joint Annual SRM/AFGC meetings in Louisville, Kentucky (2008), the BLM and USFS successfully filled 17 Rangeland Management Specialist entry level positions.

In Albuquerque, NM this year the program really took off. Between the USFS and the BLM **over 80 qualified applications were received.** This was double that of previous years and for the first time included an impressive veteran and minority component. In addition, the job series offered this year were diversified, with both BLM and USFS offering vacancies for Rangeland Management Specialists and Natural Resource Specialists, and BLM offering vacancies for both Range Technicians and Wildlife Biologists. While most positions were offered under the Federal Career Intern Program (FCIP), both agencies also offered vacancies under the Student Experience Career Program (SCEP). At the end of a very intensive four-day interview period, both agencies walked away **filling a combined total of 39 positions.** With a sizeable and impressive roster of candidates still remaining, hiring opportunities will continue from this same applicant pool for the next 6-12 months.

Serving Future Generations

These programs serve to offer a winning hand for many students and young professionals, not to mention the agencies, SRM and the rangeland profession! SRM is always looking for ways to improve these programs, so if you have participated in the past and you have suggestions for improvement, please do not hesitate to let us know. With the dedicated membership that is so typical of SRM one can only expect these programs to get bigger, better and become more successful each year. SRM is currently looking for volunteers to help coordinate

and organize these events in the future. If you are interested, please let us know. Our sincere thanks to everyone who has invested their time and energy to benefit future generations of the rangeland profession.

SIDENOTE: More information about these programs can be found at: http://www.rangelands.org/jobfair_rangelandcareers.shtml.

Reminder!

Awards Nominations for the 2010 Annual Meeting Sought

Deadline for nominations QUICKLY APPROACHING!!!

April 30, 2009

The Awards Committee will be accepting nominations until April 30, 2009 for Honor Awards to be presented at the 2010 Annual Meeting. For information and instruction on the nominations process, please visit the website, <http://www.rangelands.org/awards/>.

Please submit ten (10) sets of the nomination packet to:

Awards Nominations
Society for Range Management
10030 W 27th Ave
Wheat Ridge, CO 80215-6604

*****Please make sure you are submitting for the appropriate category.*****

If you prefer a hard copy of the instructions and format for nominations, please contact Vicky Trujillo at vtrujillo@rangelands.org, P 303-986-3309, F 303-986-3892.

If you have specific questions regarding the nomination process, please contact the Awards Committee Chair, Keith Klement, kdklement@noble.org.

Call For Papers: Fourth National Conference On Grazing Lands

It may be 9 months away, but it is not too soon to begin making plans for the Fourth National Conference on Grazing Lands to be held Dec. 13-16, 2009 at John Ascuaga's Nugget Hotel & Casino near Reno.

The conference objective is "To Heighten Awareness of the Economic and Environmental Benefits of Grazing Lands," and its theme is "Grazing Lands – A Winning Hand."

How can you participate? Consider making a presentation about your own grazing experiences. A call for papers for the event is underway, and farmers and ranchers are especially encouraged to make presentations.

The conference is designed to provide a forum for discussions and exchange of information, technology transfer, identification of research and program needs, marketing of products, services, and other benefits of grazing. It will be organized into four "tracks," 1) western grazing lands, 2) central grazing lands, 3) eastern grazing lands, and 4) dairy grazing land management. The conference sponsors are accepting abstracts for oral and poster papers in the following categories within each track:

- Issues concerning the agricultural – urban interface.
- Successful "cutting edge" management technologies for grazing practices.
- Economic/marketing implications of grazing.
- Public Policy implications of grazing.
- The optimizing of grazing land health for environmental and social benefits.

Abstract submissions should indicate both the track and category where the abstract best fits. Farmers and ranchers are particularly encouraged to present. Poster boards will be provided for poster paper presenters.

The conference is being hosted by the Grazing Lands Conservation Initiative (GLCI), the Society for Range Management (SRM), and a number of other sponsoring organizations. The target audience includes producers, academics, consumers, government agency officials, conservationists, environmentalists, urban based resource interests, grazing land managers, landowners, and others interested in effective natural resources management.

All accepted papers and poster abstracts are eligible for publication in the conference proceedings. To submit your abstract, prepare a 400 word, or less, description of your presentation, and indicate oral or poster. Instructions for electronic abstract submission are available on the GLCI website, <http://www.glci.org>. Abstract deadline is May 1, 2009. It is preferred that abstracts be submitted electronically. If you cannot submit electronically, submit by fax or mail. Include your name, address, phone and fax numbers, and e-mail address with your abstract and mail, fax or email to:

John W. Peterson, 4NCGL Conference Manager
9304 Lundy Court; Burke, VA 22015-3431;
P: 703-455-4387 or 6886, C: 703-505-1782
F: 703-455-6888, E: jwpeterson@cox.net

Notification of accepted abstracts will start in June 2009. If your oral abstract is accepted, the full paper is due September 1, 2009. Maximum length of final manuscripts is 6000 words, about 9 pages. Volunteer presenters are responsible for providing their own conference travel, registration and other expenses.

V Congreso Nacional de Manejo de Pastizales Naturales II del Mercosur:

"Aseguremos el futuro productivo de nuestros pastizales con manejos responsables"

Corrientes, Argentina

14-15 Agosto 2009

English Translation:

5th National Rangeland Management Conference of the Mercosur:
"Ensuring a Productive Future of Our Rangelands with Responsible Management"
Location: Corrientes, Argentina
August 14-15, 2009

- Topic I:** Ecology and Biodiversity in Native Grasslands and Forests
- Topic II:** Livestock Production Systems in Forest and Grassland Ecosystems
- Topic III:** Rural Development and Multiple Use of the Ecosystems
- Topic III:** Restoration of Degraded Ecosystems

For more Info:

Wade Anderson: range65@yahoo.com
Marcelo Ottavis: infocongresodepastizales@amanecerrural.com
Website: <http://www.pastizalesnaturales.com>

SRM NEEDS YOUR E-MAIL!

If you have a new email address, please login and update your [online information](#) or contact Karen Johnson, Karen@rangelands.org, for assistance.

2009 Request for Proposals

Society for Range Management

Center for Professional Education and Development (CPED)

The Society for Range Management seeks proposals to conduct specific issue-based training and professional development activities in a timely and responsive manner. Activities should be designed to build bridges in communication, management concepts, and applications across the rangeland management profession and the SRM membership. We seek to include training across educational, occupational and membership entities; to provide networking opportunities; to improve working relations in the field; and to find cost savings from combined training. Preference will be given to proposals that include field-based training as a significant component of the course. Topics of particular interest include, but are not limited to, ecological site descriptions and their use in management, fire ecology, comparing tools for rangeland health monitoring, and process-based management. All proposal topic ideas will be fully considered.

Proposal: Please submit no more than a 2 page pre-proposal on the activity being proposed, the target audience, the objectives of the activity, organizers and partners, location, and a preliminary agenda and budget.

Funding: Funding proposals are limited to SRM Sections, SRM Committees, and their members or those entities in partnership with other organizations. SRM has set aside up to \$10,000 as start-up funds. The activity will be expected to return those funds to SRM. Twenty-five (25%) of any profit from the activity will be returned to the host SRM Section.

The SRM office will assist with registration, advertising, meeting and hotel space negotiations, and on-site registration activities. The proposing Section will be responsible for the program and tours. Other items not covered here, such as publishing costs, if desired, will be negotiated as part of the final proposal.

Other options for shared responsibility will be considered.

There is some preliminary interest in more ESD Workshops if a section is interested. There is also interest in future Wildfire and Invasive Species Workshops using some of the materials from the Reno meeting.

Submit the 2-page proposal by mail or email to:

Ken Johnson
Executive Vice President
Society for Range Management
10030 West 27th Ave.
Wheat Ridge, CO 80215
kjohnson@rangelands.org
(303) 986-3309

Pre-proposals are due by April 15, 2009

WORKING LANDSCAPES - Providing for the Future

63rd Annual Meeting of the Society for Range Management and the Weed Science Society of America

<http://www.rangelands.org/denver2010/>

February 7-11, 2010; Denver, Colorado

First Call for Symposium, Organized Oral Session, and Workshop Proposals

This is the first call for submission of proposals for symposia, organized oral sessions, and workshops for the 63rd Annual Meeting of SRM, being held jointly with the Weed Science Society of America (WSSA). Following are criteria for these events:

Symposia - provide scientific focal points to the annual meeting. They often cover topics of high or broad interest. Symposia contain presentations devoted to synthesis, as well as opportunities for discussion. It is expected that symposia will be published in some manner. Proposals for symposia will be peer-reviewed. In considering proposals, please take into account that a keynote joint SRM and WSSA symposium on invasives has already been scheduled.

Organized oral sessions - spotlight certain topics. Like symposia, speakers are arranged by the organizer. These sessions differ from symposia by either addressing subjects that have less scientific interest, lack an emphasis on synthesis, or when there is no intent to publish the proceedings. Proposals will be reviewed by the Program Committee.

Workshops - tend to be hands-on sessions that emphasize the exchange of ideas and the demonstration or application of skills pertaining to rangeland management. Proposals will be reviewed by the Program Committee.

Proposals for symposia, organized oral sessions, and workshops are due by May 1, 2009.

Proposals must be e-mailed to Dennis Child, dennisc@warnercnr.colostate.edu.

Proposals should include:

1. Type of event – symposium, organized oral session, workshop.
2. Title of event.
3. Name and contact information of the organizer.
4. Time needed (e.g., half day).
5. Names of presenters (if known).
6. Brief explanation of the topic's importance and intended audience.
7. Proposals for symposia should also include the name and type of intended proceedings outlet; e.g., peer-reviewed or not, printed or on-line.

Questions regarding SRM symposia, organized oral sessions, and workshops can be addressed by Dr. Child or any other of the Program Committee Co-Chairs:

John Mitchell, johnm@lamar.colostate.edu

Rita Beard, rita_beard@nps.gov

David Wheeler, dlwheeler@fs.fed.us

WORKING LANDSCAPES - Providing for the Future

**63rd Annual Meeting of the Society for Range Management and the 50th Annual Meeting of the Weed Science Society of America
Sheraton Denver Hotel; Denver, Colorado; February 7-11, 2010**

CALL FOR PAPER AND POSTER ABSTRACTS

This is the first announcement and call for papers and posters for the joint meeting of the Society for Range Management and the Weed Science Society of America, 7-11 February 2010 in Denver, Colorado. The theme of the meeting is "Working Landscapes". Technical and poster sessions will present timely information concerning the diversity of disciplines and issues represented by both societies. Papers will address these issues from both science and management perspectives. We welcome submission of papers and posters applicable at all levels, from local to international.

DEADLINE - Abstracts for volunteer oral and poster papers, organized oral sessions, and symposia are to be electronically submitted no later than **1 September 2009** via www.rangelands.org/denver2010/. This site can be accessed through the WSSA webpage.

Detailed criteria and instructions for submitting abstracts and their presentation are found on the web site.

PAPER PRESENTATION INFORMATION - Volunteer papers will be presented within a 20-minute schedule; to allow for questions, you should plan to present your paper in 15 minutes. Concurrent sessions dictate that the time schedule be strictly followed. Papers and posters report the results of completed research or other substantive information. Technical sessions to which abstracts shall be submitted are posted on www.rangelands.org/denver2010/. PowerPoint will be used exclusively to project visual aids for all oral presentations. A Windows PC laptop computer and projector will be provided for each session. Presentations may be forwarded to the Section Chair prior to the meeting for preloading or directly uploaded from a memory stick in the hour prior to the Section itself.

SYMPOSIA, WORKSHOPS AND ORGANIZED ORAL SESSIONS - Symposia, workshops, and organized oral sessions are by invitation (see www.rangelands.org/denver2010/). Deadlines and procedures for preparing and submitting abstracts are the same as for volunteer papers.

POSTERS - One board 48 x 48 inches will be provided for each poster paper, one board per paper. Because of cost and logistics, it will not be possible to provide electrical connections, telephone lines for computer connections, or video equipment for posters.

For questions please contact Dennis Child (970-491-3316) dennisc@warnercnr.colostate.edu, or Wun Chao (701-239-1256)

wun.chao@ars.usda.gov, Abstract Committee Co-chairs

INTRODUCING THE RELEASE OF A NEW DVD - "HOPE ON THE RANGE"

Produced by the Society for Range Management in partnership with the Bureau of Land Management, U.S. Department of the Interior

This new release (~9 minutes) serves to tell a story about the role of livestock grazing on western public rangelands and our collective hope for a future of sustained rangeland health and enjoyment. This program is intended to foster broader awareness of the many public benefits derived from the responsible use and conservation of America's public rangelands.

We believe it is the hope of all citizens that the magnificent landscapes and great open spaces of the American West can be preserved as our legacy to future generations. We also hope that these lands will continue to be managed for multiple uses and values that benefit conservationists, recreationists and other public rangeland users.

The video discusses livestock grazing and its contributions to a variety of important public interests and values, including:

- the health, diversity and productivity of the rangelands;
- the quality of water resources;
- the health of habitat for diverse native species of plants and wildlife;
- the ability of rangelands to withstand noxious weed invasion and the impacts of wildfires;
- and the preservation of open spaces in the face of a growing human population and increased urbanization of the American West.

Sponsors of the program invite and encourage viewer comments that may contribute to future documentary presentations in our ongoing program of public education and public participation in the stewardship of America's rangelands.

Viewer comments may be submitted to: Linda Coates-Markle, BLM Liaison to the Society for Range Management at lcmarkle@rangelands.org or by telephone at 303-986-3309.

This video may also be viewed at the following websites:

http://www.rangelands.org/videos/video_hopeontherange.shtml

<http://www.blm.gov/wo/st/en/prog/grazing.html>

Hire the Passionate . . . Passion is the Key to Success

(By Dan Simmons, As reported in *Animal Science Monitor: Issue 80 - March 31, 2009*)

Submitted by Linda Coates-Markle, SRM BLM Liaison

One of the joys of being a recruiter is that you get to meet interesting people and they teach you many things. One of these people is an executive with one of my clients. He taught me the key to being successful in your work is being **passionate** about the work you're doing. Most people overlook this when recruiting and instead focus on skills, employment history, education, interviewing skills, and compensation. Do not ignore passion, and here is why.

This client has used a particular personality assessment for many years, and it had helped them screen out some people who would not be successful in their respective roles. It did not, however, determine who would be successful. Some people whose personality matched the "success profile" for the sales role did well, while others did not achieve the desired results, despite having the communication skills, assertiveness, and other traits that were desired. This executive took 20 years of personality assessment results and compared them with the success rate they actually realized. He could not find any correlation until he recognized that those who were successful had a passion for the job, while the others simply had the aptitude.

Determining the difference between those who are passionate and those who go through the motions is what will help you build the team of your dreams. You don't need a personality survey for this, and it will work in every role. I do not profess to have all the answers to this, but I do offer these thoughts. Go through the following steps when recruiting (or determining whether to retain) someone.

1. Discuss the daily functions involved in the role. See if they become more or less interested in the job.
2. Ask what they like most about the work they have been doing. See if their answers match the key functions.
3. Look for key accomplishments surrounding the purpose of the job.
4. See if the routine of the job fits into their personal life and personality traits. Consider travel, amount of detail, customer involvement, involvement with others, and self-motivation.
5. Ask why they really want the job. If the functions interest them, then they have passion. If it's the money, the need for work, the hours, or the prestige of the position or company, you have a problem.

By examining motivation, self-pride, pace, and drive, you will begin to understand what this person is passionate about. If your job matches their passion, you may have a winner. If their passion does not match your role, then you would both be better served by moving on.

If you have any questions about this article, or about how I can help you with your current hiring and retention needs, you can contact me at dan@consearch.com.

PowerPoint presentations from the WILDFIRES & INVASIVE PLANTS IN AMERICAN DESERTS PROGRAM

are now available online at <http://www.rangelands.org/deserts/>

Job Announcement

**Colorado State University Extension #04-09, Extension Agent,
Range/Natural Resource Management
Pueblo County, Pueblo, CO**

Provide leadership, guidance, direction & assistance in the development & implementation of Extension programming in Pueblo County. Focus will be on the management of small acreages, livestock & natural resources acreages in Pueblo County.

Application materials, including transcript showing degree conferred, must be RECEIVED no later than 4/13/09 for full consideration.

Completed master's degree required.

Complete job description, application process & list of requirements located at <http://www.ext.colostate.edu/coop/jobsmenu.html>.

CSU conducts background checks on all final candidates.

CSU is an EEO/AA Employer.

2009 Ecology of Grazing Lands Systems Graduate Class

This multi-disciplinary, multi-institution graduate class is being offered **June 1-13, 2009**. The traveling class will start in Reno, Nevada and travel through California and Arizona visiting universities, commercial locations, ranches, farms, and other industries associated with grazing lands. The traveling class will end in Phoenix, Arizona. Credit for the course will be through their home university. Information is available online at: <http://www.oznet.ksu.edu/grazinglandecology/>.

The course is coordinated through faculty at Virginia Tech University, Texas Tech University, University of Tennessee, University of Missouri, and Kansas State University. Course signup will begin in January. A fee is charged for each student to participate to cover transportation, meals, lodging, and other costs on the trip. Transportation to and from the course is the responsibility of the student. Funding to assist with transportation and other costs may be provided in part by other sources and the universities sending students. For more information, contact:

Dr. John Fike, Virginia Tech (jfike@vt.edu)

Dr. Carlos Villalobos, TTU (c7jcv@ttacs.ttu.edu)

Kristin E Hales, TTU (kristin.hales@ttu.edu)

Dr. John Waller, UT (jwaller@utk.edu)

Dr. Robert Kallenbach, UM (KallenbachR@missouri.edu)

Dr. Paul Ohlenbusch, KSU (ole7734@suddenlink.net)

or visit the web site <http://www.oznet.ksu.edu/grazinglandecology/>.

Lost Resources: William Robert "Bob" Wilson

William Robert "Bob" Wilson, 82, of Carmel Valley, passed away Sunday, March 8, 2009, in Monterey.

Bob was born Feb. 3, 1927, in West Point, New York, where his father, William Innis Wilson was teaching at the West Point Army

Academy.

His California heritage traces back eight generations to descendants who came to California with DeAnza in 1775. His great-grandfather, Alberto Trescony acquired the Tularcritos Land Grant in 1880. Bob's grandchildren make up the 6th generation to live and work on a portion the land grant, Rancho Chupinos.

Bob served in the Army as a Tec Sergeant in the Pacific theater in 1944 to 1946. He then graduated with a B.S. in Animal Science from Cal Poly in 1951.

Bob and Betty (Elizabeth Allan Riley of Point Lobos) were married Nov. 23, 1952.

Bob had been a long time leader and supporter of the Carmel Valley 4H clubs and the auction and livestock committees of both Monterey and Salinas County Fairs. He also served as past President and Director of the Carmel Valley Soil Conservation District, Carmel Farm Bureau and Monterey County Farm Bureau. He was a member of the Society for Range Management since 1950 and served as the President of the Monterey County Cattlemen's Association in 1968 and again in 1990.

Bob, Betty and their children and grandchildren are actively ranching in Carmel Valley, San Lucas and Alturas, and also North Platte, Neb.

Survivors: He is survived by his wife, Betty; children, Dan Wilson, Linda (Tony) Ferrasci of Carmel Valley, Bill (Carolyn) Wilson of Alturas, Laura (Steve) Barger of North Platte, Bert Ferrasci, Tee and Mattea Wilson, David, Tallie, Riley and Hope Barger.

Celebration of Life: 11 a.m. Saturday, March 14, at the Carmel Valley Trail and Saddle Club at 85 East Garzas Road.

Memorials: Contributions can be made to Carmel Valley Historical Society, P.O. Box 1612, Carmel Valley, Calif. 93924.

Arrangements: Healey Mortuary, 405 N. Sanborn Road, Salinas, www.healeycrematory.com.

Lost Resources: Charles S. Fisher - "Cheerful Charlie"

Charles S. Fisher, "Cheerful Charlie," created laughter and fun for almost 89 years before prostate and bone cancer took him Jan. 17, 2009. He was born Jan. 31, 1920, "5th down and 7th up" in an industrious ranching family outside of Brockton, Montana. He attended Fisher Elementary, Brockton High and graduated from Billings HS. He attended Rocky Mountain Polytechnic for 3 years before enlisting in the Army. He graduated from Airplane Mechanic and Radio Mechanic Schools in the Air Corp and transferred to Signal Corp where he completed Transmitter Specialist School. He spent 2 years in the Philippines as Team Leader installing radio equipment in control towers.

Charlie married Rhoda Hanson in December 1946 and returned to Rocky Mountain College completing a BS degree in Chemical Engineering and a 2nd degree in Biology. He received his 3rd BS degree at Washington State College in Animal Husbandry. For 26 years he was employed by the Bureau of Indian Affairs first as an Extension Agent in Washington then as Soil and Range Conservationist and Fire Control Officer covering all of Nevada and portions of Idaho and Utah. He retired in 1979, and continued to do environmental contract work.

For 37 years he was a 4-H Leader and supporter, participating in fundraisers, fairs, and projects. He was active in the Society for Range Management for 34 years and was awarded "Range Man of the Year (1979)," "Dedication Award (1981)," and "Sustained Lifetime Achievement Award." He was very dedicated to the Washington State and the Nevada Youth Range Camp.

Charlie was involved in every aspect of Rhoda's quilting endeavors from cutting templates to setting up the displays. Although he did not sew he kept everyone in stitches.

As a wild horse lover since the age of 8, Charlie presented educational slide shows on the wild horse issue, testified in legislative committees and served on Gov. Bryan's Wild Horse Committee, relentlessly promoting common sense and balance between land, animals, resources and people. His motto: "Preserve the Wild Horse and Protect our Rangelands."

Every Christmas season he would dawn his Santa suit and deliver candy canes, trees, gifts, and good cheer to neighbors, schools, nursing homes, homebound friends, and offices with a "Ho! Ho! Ho!" that we will always treasure.

Charlie is survived by his son John and Alice Fisher, his daughter Syd McKenzie, grandchildren Christa Fisher, Anne, Emily and Amanda McKenzie, brothers Ed and Doris Fisher, Alvin and Verna Fisher, and Harry and Sharon Fisher, and a large family of nieces, nephews, in-laws and friends.

In lieu of flowers he would appreciate donations made to the Robertson-Fleming Range Management Scholarship, UNR. Checks: Made Payable to - NV Section - Society for Range Management (note for Robertson Fleming Scholarship in the name of Charlie Fisher, c/o Denise Adkins, 1981 Case Street, Winnemucca, NV 89445).

Abstracts from the 2009 Annual Meeting in Albuquerque, NM are available on the meeting website:

<http://www.srmmeetings.org/abstracts.html>

Annual Meeting Bags - We are putting together a collection of past annual meeting bags and are missing a few years. If you have any bags in good condition from the following years that you would like to donate, please contact Karen Johnson at karen@rangelands.com or 303-986-3309. Thanks!

1996, 1997, 1998, 1999, 2000, 2001, 2002 or 2004

Upcoming Functions & Continuing Education Pre-Approved Courses

Below is a calendar of functions that have been pre-approved for SRM Continuing Education Units (CEUs)

Date	Location	Title	Credit
Apr 1-2	Ontario, OR	Developing a Successful Native Plant Program http://www.fs.fed.us/rm/boise/research/shrub/projects/Native.pdf	13 ttl (w-7/th-6)
Apr 3-4	Missoula, MT	Northern Rockies Aspen Conference 2009 http://www.umt.edu/ce/cps/aspen/	16 CEUs
Apr 29-May 3	Folsom, CA	A Confluence of Perspectives & Experience: Habitat Restoration in CA's Central Valley http://www.sercal.org/conference.htm	16 max

Apr 29	Folsom, CA	A Confluence of Perspectives & Experience: Preconference Workshops 1 & 2 http://www.sercal.org/conference.htm	4 CEUs each
Apr 29	Folsom, CA	A Confluence of Perspectives & Experience: Preconference Workshop 3 http://www.sercal.org/conference.htm	5 CEUs
May 2	Folsom, CA	A Confluence of Perspectives & Experience: Post-conference Field Trips http://www.sercal.org/conference.htm	2 CEUs each
May 2-3	Folsom, CA	A Confluence of Perspectives & Experience: Post-conference Workshop http://www.sercal.org/conference.htm	10 CEUs
May 7	Lusk, WY	WY Rangeland Management School 101 http://www.wyorange.net/	6 CEUs
May 12-13	Pueblo of Laguna, NM	NM Indian Livestock Days	4 CEUs(wed only)
May 12-14	Santa Rosa, CA	CalPac Spring Tour & Meeting: http://www.rangelands.org/casrm/	TBD
Jun 4-5	Tooele, UT	UT Section SRM Summer Tour http://www.usu.edu/range/upcomingevents/meetings.htm	4 CEUs (2/day)
Feb 7-11, 2010	Denver, CO	63 rd Annual Meeting of the SRM Joint with the Weed Science Society of America (WSSA)	16 max
Feb 6-10, 2011	Billings, MT	64th Annual Meeting of the SRM	16 max

If you know of a function that you want to attend but do not see it here, please send the information to:
SRM, ATTN: Vicky Trujillo, 10030 W 27th Ave, Wheat Ridge, CO 80215-6601; vtrujillo@rangelands.org, Fax 303-986-3892

Welcome to Our New Members (March)

Name	City, State	Section
Tanya D. Baker	Dewey, AZ	AZ
Wink Crigler	Springerville, AZ	AZ
Michael Hemovich	Young, AZ	AZ
Diana L. Hemovich	Young, AZ	AZ
Jacqueline L. Parks	Fort Collins, CO	CO
Mark S. Harbaugh	Ashton, ID	ID
Rory C. O'Connor	Rexburg, ID	ID
Hector Godinez-Alvarez		MX
Charles E Sloane	Livingston, MT	NGP
Katie R. Decker	White Sulphur Springs, MT	NGP & IM
Jeffrey M. Reese	Mount Carmel, UT	UT
Dawn M. Gardner	Moorcroft, WY	WY
Amanda R. Small	Lander, WY	WY

SRM PUBLICATIONS AVAILABLE ON CD-ROM

\$7 each or \$5 each if you order three or more titles

Facilities for Watering Livestock & Wildlife

Facilities for Handling, Sheltering & Trailing Livestock

Glossary of Terms Used in Range Management

Rangeland Entomology

Rangeland Hydrology

Fences

If you are interested, please email your order request to Mary Moser at mmoser@rangelands.org with credit card information, or order by fax to (303) 986-3892.

You may also pay with a check by sending your order to 10030 W. 27th Avenue, Wheat Ridge, CO, 80215.

PAYMENT WITH FOREIGN CURRENCY

Because of the high fees charged to convert foreign currency payments, SRM can only accept payments made in US funds.

If you are a member outside of the US, please make your payments either by:

Money Order (US funds only) - a check drawn on a US account (US funds only) - or a credit card.

We apologize for any inconvenience this may cause. If you have any questions please call Karen Johnson, 303-986-3309 or email karen@rangelands.org.

Have some pictures you'd like to share? Send them to us and we'll see about using them. Submit articles for the newsletter and include photos!

Open Spaces: The World's Rangelands
Society for Range Management
10030 West 27th Avenue
Wheat Ridge, CO 80215
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E-mail: info@rangelands.org

We're on the Web!

www.rangelands.org

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Mary Murphy: mmurphy@rangelands.org

Vicky Trujillo: vtrujillo@rangelands.org

Karen Johnson: karen@rangelands.org

Deadline for the May issue is April 15. Send material to Vicky Trujillo at vtrujillo@rangelands.org.

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